FECA Overview

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Winners of the Contest

Maintenance of Industrial Health and Safety Standards

Fifth Place

4th place

3rd place

2nd place

and the winner is...

TOYOTA
KOMATSU
PATRIA 50

FECA Basics

- FECA provides for the payment of workers' compensation benefits to civilian officers and employees of all branches of the Government.
- The FECA is non-adversarial
- Provides for the payment of benefits including
  - Compensation for wage loss
  - Scheduled awards
  - Medical and related benefits
  - Vocation rehabilitation services
  - Survivor benefits

Definitions

- Traumatic Injury (Form CA-1
- Occupational disease or illness (Form CA-2)
- Recurrence (Form CA-2a):

Conditions of Coverage

- There are 5 basic requirements which must be met before OWCP will accept the claim
- These requirements, which employee must establish to meet his/her burden of proof, are:
  - Timeliness
  - Civil Employee
  - Fact of Injury
  - Performance of Duty
  - Causal Relationship

Timeliness

- Written Notice
- Statutory Requirements
  - CA-1 3 years from DOI
  - CA-2 3 years from date of injury; last exposure; or when the employee first became aware or should have reasonably been aware of the medical condition

Civil Employee

- Must be a civil employee within the meaning of the law
- All civilian federal employees are covered except NAF
- Special legislation for some groups
- Temporary employees are covered under the same basis as permanent employees

Fact of Injury

- Two factors are involved:
  - Occurrence of Event
  - Existence of medical condition

Performance of Duty

- This is the biggie!!
- Numerous factors involved
- Agency Premises
  - Outside Working Hours
  - Representational Functions
  - Parking Facilities
  - Agency Housing

Performance of Duty cont'd.

- Off-Premises Injuries
  - To and From Work
  - Lunch Hour
  - Travel Status
  - Vehicular Accidents

Performance of Duty cont'd

- Other
  - Recreation
  - Horseplay
  - Assault
  - Emergencies

Causal Relationship

- Establishes a connection
- Based entirely on medical evidence provided by physicians
- Opinions of the employee, supervisor or witness are not considered
- Published articles is not considered
- Kinds of causal relationship
- Medical Evidence
- Consequential and Intervening Injuries

Statutory Exclusions

- Willful Misconduct
- Intoxication
- Intent to Bring About Injury or Death of Oneself or Another

Continuation of Pay (COP)

- Regular pay continues up 45 Days
- Prima facie medical evidence
- Controversion
- Termination of COP

Where to Get More Information

- DoD Website https://icucweb.cpms.osd.mil/cognos
- Numerous links to OWCP, Ergonomics Resources, Occupational Health Resources and DoD information